



Status Quo

By Frederick Wolfmeyer, President

I had an opportunity to see the results of the latest 'Postal Pulse Survey' recently and despite the efforts of the new engagement department of the service, if there are really any efforts at all, there has been no change in the answers from those employees who participated. The service still ranks in the lowest percentiles when it comes to treating their employees as people, being appreciated by management, or having their ideas taken seriously. The one category where the score was high was that the employees knew what was expected of them in the workplace and generally were given the resources to do their jobs. This only reinforces what I have been writing about for some years now and that is, management treats the St. Louis employees with disrespect; management yells at employees rather than engaging in discussions or adult talk in the workplace; employees are more likely to be put on emergency placement and sent home than being given a fair opportunity to explain themselves; and their ideas are not taken seriously by management. I really do not want to be negative here, but recently I have seen everything I have just mentioned up close and first hand at the plant, annex, and in the stations and branches/associate offices. The philosophy of the service seems to be one where safety, employee respect, listening to the ideas of employees, and managerial accountability have been replaced with disrespect, knee jerk discipline, non-listening supervisors, and no accountability for abusive supervisors or managers whatsoever.

The engagement department was created to bring

about change in the culture of the Postal Service. The intent was to get employees engaged in their job to go beyond just liking it. However, as I have told the plant manager and others in management, until their side of the house becomes engaged, there will likely be no change in the culture of the service. We in the union all too often see employees put off the clock and left to sit at home because of an inept supervisor who is not held accountable for their actions. We see many lateral promotions when a supervisor or manager acts inappropriately or does something wrong. These managers and supervisors are not held to the same standard as the craft employees and have a much lower bar of accountability regarding their actions.

A good example would be safety. There have been several safety violations in the plant and employees complete Form 1767 to report unsafe conditions, but nothing is done. It is then brought to the attention of a supervisor or manager, and still goes unattended. Then someone calls OSHA and the service receives a fine and then there is a complaint by management that the employees should have given them time to abate the problem. But this is wrong, because they were given that opportunity, more than once, and did nothing. Let's talk about a real life issue, the stress mats by the automation machines. Many of these mats are in bad shape and in need of repair. They were reported and



someone was assigned to take care of replacing them almost a month ago, and yet as of this writing, these mats are still in the same location and have not been replaced.

Now, do not think I want anyone to stop reporting unsafe conditions, because that is not true. I want you to become even more conscious of unsafe conditions because the plant manager has said he wants to improve and fix them, and he has said so on the record. So please complete the 1767s and hold the supervisors and managers responsible. Tell your steward about the unsafe conditions or call me and I will call someone. Each year there are 4,000 workers killed on the job and another 50,000 injured nationwide, and that doesn't include those who get sick with an occupational illness. Safety is important, so let's work together to make our plant safe. What is unsettling, however, is management's uncaring attitude when unsafe conditions are reported. This must change if we are to correct unsafe conditions.

Abusive supervisors are an issue that needs to be improved. Unfortunately, that has to come from upper management. Yelling at employees, being disrespectful towards them, and putting them off the clock for no good reason has to stop. Where do they find these people? Where do they develop these dictatorial attitudes? Even the acting supervisors, better known as 204-Bs, have an attitude of discipline first and ask questions later. If the service wants to change the culture of the Postal Service, this would be a great area to start. As I said before, supervisors can act terribly toward employees. I have not only seen it, but have experienced it, and there are generally no consequences for them. This cannot continue and is an area where the service falls far below critical percentiles

compared to other companies which conduct surveys similar to the Postal Pulse. And sadly, this is the service's second survey of this type and the answers are just as awful this time as they were on the initial Postal Pulse Survey. After the first survey the service created the engagement department in an attempt to change these results and all I can say is, "What have they been doing?"

Another area of needed engagement is the issue of one person to a machine. This is not only a violation of past and recent agreements and the JCIM, but again an issue of workplace safety and ergonomics. Except for the influx of some PSEs who may be younger, most of us are getting older and working alone for 6 to 8 hours on a DBCS, DIOSS, or CIOSS which can, and often does, have a negative impact on our physical well-being and overall health. I have been working on this issue, as you know, through grievances and discussions with management. I made what I believe is a reasonable proposal to management that would include the conversion of PSEs, but Postal HQ and the Great Lakes Area Office are less than enthusiastic about it and are dragging their feet. Our plant is short of clerks and until we convert and hire more PSEs to get to the cap, there will not be much of a change. As I stated above, "What is management doing?" My proposal would be a win for both sides, but so far there has only been inaction and silence from them.

In summary, I must repeat the title of my article, status quo, or in other words, things remain the same. We have all been fighting these fights for what seems to be years and there has been no change. There are some areas that do look hopeful, so we must continue to work, continue to fight so that ultimately, we can see our hope turn into actions.

NewsFlash!

NewsFlash!

NewsFlash!

I want to update all the clerks on a part of my article that concerns all of them. The bad stress mats that I reported on at the safety meeting have been replaced. The plant manager has kept his word and had the worn out and/or damaged stress mats replaced the week of March 13, 2017.

For the MVS craft, I brought up the issue of the Second Street lot needing grading because of the huge pot holes. You will be happy to know that the plant manager has also started the process to take care of repairing the lot. Completion should be in approximately two weeks.

I am a man who keeps his word and I have given credit where credit is due. Safety is important and we have eliminated two very unsafe conditions by cooperating. Now if the plant manager can eliminate the unsafe condition of only one person to a machine, we will be in great shape.

Expanding Your Horizons

By Robin Robertson



We have embarked on 2017 and 2018 will be here before you know it. As a postal worker, what are your ambitions and dreams? Do you promote achievement within your own community? Political issues are of growing importance at the local, state, and federal level. Many issues can affect the community directly and/or indirectly whether it's postal or non-postal issues. If affects us all as a whole. We may have family members or friends working for the fast food industry, social workers industry, construction industry, and other industries that may affect the middle class.

I think it's time to teach one and reach one by educat-

ing our union members on the different political issues; **not** just postal issues. Our focus should be on civic participation, voting rights, suffrage of women and children, and create POWER. In 2017, we need to address issues within our communities that affect us as a whole.

Exercise your right to vote and become well-versed on the issues. Yes, educate yourself and others by teaching and reaching one.

Please stand firm on a strong voice for democracy. **St. Louis Gateway District Area Local 8 (APWU), this is what democracy looks like! Reach One! Teach One! 2017 Motto!**



We have several municipalities that will be voting in the "2017 Election Year." Please take the time out and verify whether or NOT you are registered in the right municipality.

To verify if you are a registered voter, call (314) 622-4336 Monday through Friday, or online at www.sos.mo.gov/elections.

St. Louis City Registration: <https://www.stlouis-mo.gov/government/departments/board-election-commissioners/>

St. Louis County Registration: <http://www.stlouisco.com/YourGovernment/Elections/Voter-Registration>

NPC Legislative Day



Congressman Lacy Clay's office

(L-R) APWU St. Charles President John Zamudio and his wife, Beth; KCMAL (Kansas City Metro Area Local) - APWU President Toni Robinson; Congressman William 'Lacy' Clay; Beverly and Fred Wolfmeyer, President, St. Louis Gateway DAL - APWU; and KCMAL - APWU Legislative Director Darcy Wood.



Congressman Cleaver's office

(L-R) Beverly and Fred Wolfmeyer, President, St. Louis Gateway DAL - APWU; KCMAL APWU President Toni Robinson; KCMAL Legislative Director Darcy Wood; Beth and John Zamudio, President, St. Charles Local - APWU; Alex Ndikum, Scheduler for Congressman Emmanuel Cleaver, Missouri 5th District.

In Praise of Women

By Former Vice President Barbara Sellini, (Deceased)

We have been experiencing many changes here at the United States Postal Service. It is imperative now more than ever before to join hands in solidarity to face these changes that affect our lives, our families and sometimes our emotional stability.

The month of March is Women's History month. A time to honor and emphasize the role, past and present, that our sisters have played and made in our everyday lives. We don't often hear of the remarkable, strong and determined ladies that have made dramatic and lasting historical marks in the Labor Movement as well as our human and civil rights.

The Women's Suffrage Movement lasted from 1776 to 1923. Those brave women activists paved our road to the voting booths so we can now cast our ballots. Harriet Tubman, Rosa Parks, Coretta Scott King, and Mya Angelou, among others, fought successfully in the Civil Rights Movement.

Mother Jones, Norma Raye and all women active in the Labor Movement, established better working conditions and equal pay for women.

Harriet Woods, Ann Richards, Hillary Clinton and Nancy Palozzi are but a few women who opened doorways to the political arena.

We all have our own heroines. We hold certain women dearer, be it our mother, grandmother or the fictional Superwoman. Every woman deserves praise whether it is in the arena of politics, labor, civil rights or at home.

I give special praise and recognition to single mothers who raise their children and work jobs to support them without a complaint.

I give praise to the women who are backbone of the family and who keep the love and peace intact when the stress of everyday living gets too tough.

I give praise to the women who take the time to make the world a better place to live, grow, work and love.

I give praise to the women who become the beautiful, thoughtful, loving grandmothers we know. They are full of wisdom and knowledge. They relate to us wonderful and sometimes sad stories from the past.

I give praise to the young women coming of age who intend to make a brighter future for their children and grandchildren.

"I am woman, hear me roar!" We have the strength, the knowledge, the wisdom and the cold determination to make this a better world. Let's get behind each other, praise each other, help each other and see the good in each other!

God bless all the women employed by the United States Postal Service.



32nd Annual Open Season Seminar 2017
SAVE THE DATES
 @ the Holiday Inn St. Louis - Downtown Convention Center

St. Louis
 For more information visit us at www.apwuhp.com/events

October 16th-19th

October 16th: Registration 4pm-6pm
October 17th-18th: Classes will be held from 9am-5:30pm
October 19th: Seminar will conclude at 11am

APWU
 HEALTH PLAN

If a shop steward asks you to write a statement, please write the statement.

This is part of the grievance package.

It will be needed at the next step of the grievance procedure.



What's mail got to do with it?

Twenty nine years ago I began my postal career. The supervisors and MDOs stressed one thing above all others; "Get this mail out. Give the customers what they paid for." Management wasn't perfect but they had their priorities in order.

Fast forward to now. I never hear about the mail or the customers. The emphasis now is control of the workforce. Policies on what you wear, how you speak, what you can or cannot say, and other issues that have nothing to do with the mail rule the day.

I'm sure that the birthday card going to grandma couldn't care less if the clerk processing the mail has on leggings. Too many nights we work one clerk to a machine yet management is quick to send a much-needed clerk home because of what she is wearing.

We've been able to listen to music on headphones for decades. There was no question about the source of the music. Now management says you can't listen to music on your cell phone. They want to tell you to use an MP3 player. If certain employees are talking on the phone when they should be working, take care of those people. Don't make a blanket policy that impacts everyone and then issue discipline. Management should try to improve morale, not make the job harder than it has to be.

Don't let a manager overhear you expressing your opinion to another clerk. Even if you are not talking directly to

the manager, they will try to say you are being disrespectful. Since when have managers become so thin skinned? Respect is earned not something you can discipline into being.

Discipline is supposed to be the last resort. Now, discipline is the first reaction. Clerks have been given 14-day suspensions for minor offences; some have even been given removals even though they had no prior discipline. Management is on overkill.

The cold and callous treatment of the clerks is disgusting. The other night one of the PSEs asked if she could go home on overtime. She had started her period and did not have the proper supplies. Instead of excusing the clerk, they told her she had to stay. How unfeeling is that? After such an embarrassing interaction with management, do you think the clerk was engaged?

Do they pay attention to the polls and surveys that they pay for? The results show how poorly management treats the employees but nothing seems to change.

You must protect yourself from these overzealous, discipline-happy supervisors. Follow instructions and if you disagree with the instruction, follow it and then ask for a shop steward. Don't argue with management on the workroom floor. Don't give them a reason to lash out at you. If you are called into the office for a PDI, always ask for a steward. Believe it or not, management has been known to twist the truth with alternate facts.

REMEMBER



Delegate Election for MPWU Convention

March 19, 2017

from 6 a.m. to 6 p.m.

at

1705 S. Broadway

Associate Office Report

By *Becky Livingston*



So, where do I begin? Over the last few months I have had to file several zero tolerance policy grievances because management is failing to provide a hostile-free work environment. The policy clearly states that a Postal Service employee has the right to perform his or her assigned duties in an atmosphere free of threats, assaults, and/or other acts of workplace violence. The union is committed in the effort to ensure a safe working environment for all employees. The zero tolerance policy places all employees on notice that threats, assaults, or other acts of violence committed against other Postal Service employees or customers will result in corrective action, up to and including removal from the Postal Service. Please know that **all employees** means just that. Postmasters, managers, and supervisors fall into the category of all employees of the Postal Service as it relates to the zero tolerance policy. We have had calls regarding inappropriate behavior (arguing, yelling and the use of foul language) between management. When the union addressed their poor behavior we were told it had nothing to do with the union and we had no business addressing them. Management was immediately put on notice that all unions represent the bargaining unit and when we are made aware of a situation that takes place on the workroom floor for all employees to see they make it our business. Postal Service management will try to make it appear as

though there is a double standard. The rules don't apply to them. They would be incorrect. If two bargaining unit employees were to have heated exchanges on the workroom floor, the employees would be immediately emergency-placed off the clock pending an investigation. I have seen the emergency-placement last a few hours, returning to work the next day, or then again I have seen a lesser offence place an employee off the clock for months with the threat of losing their job. This is very serious, folks. Please don't put yourself in a situation that could affect your job with the Postal Service. If you are having a problem with a co-worker or your supervisor please request a steward. Or if you have questions and need advice on how to handle a particular situation, please give me a call. Sometimes just calling to vent your frustrations and hear that you are not facing the situation alone is a big help. The Postal Service is a great place to work, but you have to put in the work to keep it that way. The Postal Service is paying us to come to work and do specific duties as assigned. We are expected to be regular in attendance and follow our last instructions from our supervisors unless those instructions could place you or someone else in harm's way. This leads me into my next series of lectures.

As I write these *Press On* articles I sometimes feel as though I'm lecturing. I really want it to appear as though I am trying to help you be successful with your future with

the Postal Service because that is truly my intention.

It doesn't matter if you have a few months to go or 30 years. Progressive discipline gives you the opportunity to correct your behavior, as explained to you by management. But if you don't take that first step of discipline seriously, you will see yourself on the outside looking in. The steps of progressive discipline are as follows: Article 16-official job discussion, letter of warning, 7-day suspension, 14-day suspension then with the final step you are issued a notice of removal. Trust me, these steps of discipline can be issued rather quickly. But if you just make the decision to adhere to the policies, you will have a long career with the Postal Service.

Your career is in your hands. Please don't get caught in the vicious cycle of discipline and find yourself out of a job. If a supervisor tells you that they want you to come into the office to hold a PDI (pre-disciplinary interview) please request a steward. It is management's responsibility to make sure a steward is present before the meeting can proceed. This interview is your day in court to explain why something happened or continues to happen. It is always a good idea to have a steward present to record what is said and to keep the peace. Management will write down your answers to questions, but the union is there to make sure your rights are protected and your story is told. Please also remember that if the PDI results in management issuing discipline, you only have 14

days to file a grievance. Preferably the union would like to be notified immediately due to our busy schedules, but nonetheless please request a steward or better yet call us and tell us you were issued discipline. Management wants you to forget to ask for a steward or call after the 14 days, which makes any grievances filed untimely. Management would

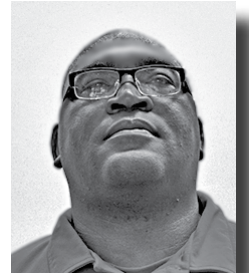
not have to deal with the union and the discipline would now be in your records for two years. This is contractual and once again it is your responsibility to take care of business. Help us help you protect your job.

I am getting ready to set the date, place, and time of the next Associate Office meeting for sometime in April or May. The next issue of the

Press On will give specifics and I will be sending information to your office. In the meantime, if you have any questions or concerns, please feel free to call me. Please make sure you are on break, at lunch, or are at home when you call. I wouldn't want anyone to get issued discipline for talking to the union while you are on the clock.

Motor Vehicle News

By Jeff Cooper



Dear brothers and sisters, MVS management has some drivers come to the office where their original choice vacation was changed due to alleged errors. Drivers who did have the dates changed need to contact the union with their new 3971 signed by management.

At the last convention MVS was informed that scanners would be around for a while. The craft was told to use the scanners properly to show our utilization. The expeditors here in Gateway make sure that contractor's mail is scanned prior to trips. So the craft needs to show that we are making our trips as well. The scanners can be helpful to show that you are at your designated location and also can be beneficial to discuss bargaining unit activities.

To the members, the craft can't express our need for your involvement as members. The Weingarten rights should be expressed when you are in a discussion about discipline. If you are disciplined, it is your responsibility to contact the union so discipline can be adjudicated. Looking forward to seeing new faces at the general membership meeting.

COME TO OUR SIDE OF THE FENCE

We started in 1928 as the credit union for postal workers. Today, we've opened our doors to everyone in our surrounding communities, but our roots remain. We can save you money on:

- Checking accounts with online banking, mobile banking, mobile deposit and more¹
- Auto loans with low rates and no payments for 90 days² (even on refinances!)
- Home equity loans with low rates and no closing costs³
- Mortgage loans with competitive rates
- Savings, CDs, money markets and IRAs
- Club accounts for youth, teens and seniors
- And more!

Start saving money and open your accounts and loans online today!

Neighbors Credit Union

314-892-5400 NeighborsCU.org

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neighbors
CREDIT UNION
Where the grass is greener

¹Message and data rates may apply from your wireless carrier. ²Interest will continue to accrue during deferral period. ³If loan is paid off and closed within 24 months from opening of loan, member must reimburse the credit union for fees paid.
 Membership eligibility required on all offers. Restrictions apply on all offers. See Neighbors Credit Union for complete details on all offers.

The Green Book

By Shelia Patton- Harris



During the 1930s through 1960s people of color had to be very cautious travelling by car in this country. Black, Jewish, Latino and foreign travelers faced a variety of dangers and inconveniences, such as white-owned businesses refusing to serve them or repair their automobiles, being refused food or lodging by white-owned hotels and threats of physical violence. There were even towns where blacks were expected to leave prior to the sun going down. These places were known as whites-only sun-down towns. As late as 1960 there were at least 10,000 sun-down towns across America.



Victor Hugo Green

One enterprising postal worker out of New York, Victor Hugo Green, came up with the idea to publish a guide to let blacks know safe businesses that offered accommodations, food, and vehicle repair. This guide, called the Negro Motorist Green Book was an annual guide for black motorists, commonly called the Green Book. Originally the book covered the New York area, but as black car ownership increased it covered most of North America.

Imagine living in a country where its own citizens needed a guide book to know where it is safe to travel. Also imagine a country where a postal worker could capitalize on the fears and prejudice of some of its people and make a profit.

A lot of you are too young to know what it feels like to be denied simply because of the color of your skin. I remember. The feeling is soul crushing. You are made to feel less than human and worthless; that sucks at your self-esteem. Mr. Green found a way to negate these feelings and gave us an alternative to the Jim Crow of the times.

FOR ALL YOUR REAL ESTATE & LENDING NEEDS!



Contact Fred Wolfmeyer:

Real Estate Agent | 314-313-6530
17050 Baxter Rd., Ste 100 Chesterfield, MO 63005
fwolfmeyer@bhhsall.com



- Guide on How to Pick an Agent
- How to Buy/Sell Investment Property
- Home Buying Guide to Moving Up
- Real Estate Planning Guide
- Guide to Resolving Distressed Property Issues
- Maximize Home Sale Value When Divorcing
- Is It Better to Rent or Own a Home
- Downsizing with Distinction
- Guide on Ineffective Marketing (Why your home didn't sell)
- How to convert from For Sale By Owner to having it Professionally Marketed



Contact Jack Dudek:

Senior Mortgage Banker | 314-568-4796
10324 Ladue Road Creve Coeur, MO 63141
JDudek@CornerstoneMortgage.com

NMLS 266292



- Conventional Loans
- FHA and VA Loans
- Purchases
- Refinances
- HARP Loans
- First-Time Homebuyer Programs
- Jumbo Loans
- USDA Loans

“Buying a home is the largest purchase most people will make in their lifetime,” say Fred and Jack. “We feel honored to be a part of the process from beginning to end.”



\$300 Lender Credit - Save Money on Your Next Home Purchase or Refinance!

Present this coupon at the time of application and receive a \$300 lender credit when you close your loan with Jack Dudek!

*Settlement service providers are not eligible for discount. Limit one coupon per customer. Not valid with any other offer. Offer is not transferable, not exchangeable and has no cash value. Coupon must be presented at the time of application to be applicable. Void where prohibited. Jack Dudek (NMLS 266292) - Cornerstone Mortgage, Inc. 10324 Ladue Rd. Creve Coeur, MO 63141



Minutes of the General Membership Meeting

By Robin Robertson

Greetings my brothers and sisters, I pray all is well in everyone's household. Below are the January (no quorum) and February highlights from the general membership meetings for St. Louis Gateway District Area Local. Two thousand seventeen (2017) is **your** year for participation.

President Wolfmeyer

President Wolfmeyer pressed management (Chuck Scurlia) on safety issues (water fountains in old building) and management engagement with the employees. The union argues how employees can practice engagement, if they are in a hostile work environment initiated by management. President Wolfmeyer scheduled several meetings outside the regular labor management meetings to get these issues addressed, ASAP. The union has increased their arbitrators and President Wolfmeyer is still doing shake outs (pre-arbs) for Motor Vehicle Service (Gateway and St. Louis BMC).

Elections for delegates to the Missouri State Convention will take place on March 19, 2017, from 6 a.m.-6 p.m. MVS is the only craft having elections that day.

Executive Vice President

Vice President Gene Hollenbeck finally got some of the unassigned regulars preffed into their duty assignments on January 7, 2017, along with another set of unassigned on March 4, 2017. Vice President Hollenbeck explained the all currently unassigned regulars need to be preffed before PSE conversions could take place. The union did back several reversion bids, but they have **not** been posted yet.

Secretary-Treasurer

January and February secretary-treasurer's report presented to the Executive Board members in their E-board meeting. The St. Louis chapter of CLUW is having a luncheon for "Women's History Month" on March 18 at the CWA Union Hall in Maryland Heights. If interested, please sign-up.

Research and Education

Research and Education Director Dean Hathaway will announce when new steward training will start. Dean Hathaway mentioned steward training will be the Monday following general membership meeting at 9 a.m.-11 a.m. and 6 p.m.-8 p.m. If interested in learning about the contract, please contact Dean at 314-231-7665.

AO Clerk Craft Director

AO Clerk Craft Director Rebecca Livingston mentioned the zero tolerance policy should apply to all em-

ployees (management and craft employees). The union is filing a lot of grievances concerning failing to adhere to the zero tolerance policy. Management continues to let the employees argue back and forth because they don't like addressing the issue. The union won a \$42,000 grievance at the O'Fallon, Missouri, office on management conducting bargaining unit work. It pays to take notes and file grievances.

Clerk Craft Director

Clerk Craft Director Earl Staats stated because it is the first of the year it was hard meeting with Cassandra on the grievances concerning "one to machine." Several of those grievances were denied and forwarded to Step 3. The union still has 10 more cases in reference to the "one to machine." The union won the grievance on "reverted 35 positions" and the bids (positions) should be posted on the next bid sheet.

Maintenance Craft Director

Maintenance Craft is still fighting many issues at the plant, stations, and branches. The union is grieving how management is drafting employees from one station or branch and assigning them to another station and branch for selection on holiday and/or overtime. Management does **not** follow the LMOU. Management is cutting staffing at the stations and branches, then scheduling overtime between different stations and branches.

MVS Craft Director

MVS Director Jeff Cooper mentioned MVS is still having issues with scanners, pertaining to who should be scanning- the expeditors or the drivers. Both crafts cannot scan the container because the other scan will go off line. So who's responsible? MVS director insisted the scanners are useful as flash lights. The union filed a grievance on the usage of the scanner policy.

Support Services Director

Support Services Director Orlando Anderson mentioned his trip to D.C. was productive and he would like to thank the members for allowing him to attend the negotiations in D.C. Several non-economic proposals were addressed and signed between the parties. Late December, we lost two stewards, Veronica Mays and Delores Fulton, and gained a new steward, Mia Smith. Welcome, Mia Smith.

Door Prizes

The February \$50 door prizes went to Becky Livingston (AO), and the COPA 50/50 drawing went to Marcus Malfa (clerk craft)

WOMEN'S HISTORY MONTH

March 8, 2016, commemorates the anniversary of International Women's Day. On this day countries from around the world celebrate the economic, political, and social achievements of women. In the United States, the entire month of March is designated as **National Women's History Month** by proclamation of the president of the United States and Congress. During this month, schools, workplaces and communities honor women's historic achievements, outstanding accomplishments, and recognize women's role in shaping our nation's history.

"Working to Form a More Perfect Union: Honoring Women in Public Service and Government" is this year's theme, it pays tribute to women who have shaped America's history and its future. Although often overlooked and undervalued, collectively women have dramatically influenced our public policy and building of viable institutions and organizations. From championing basic human rights to ensuring access and equal opportunity for all Americans, women have led the way in establishing a stronger and more democratic country.

As we prepare to write the next chapter of women's history, let us resolve to build on the progress won by the trailblazers of the past. We must carry forward the work of the women who paved the way, ensuring that women have no limits on their dreams, no obstacles to their achievement, and no remaining ceiling to shatter. Let us never forget that, while enormous progress has been made, there is still work to be done before women achieve true equality!

The sisters and brothers of APWU POWER will celebrate our heritage by wearing brown ribbons throughout Women's History Month. Please join us in wearing your ribbon with pride! We thank you for your support and for all that you do to promote and celebrate women's historic achievement. Remember, **"A woman's place is in her union!"**



I Stand with Postal Workers





2017 SCHOLARSHIP GUIDELINES

AMERICAN POSTAL WORKERS ACCIDENT BENEFIT ASSOCIATION



1. The scholarship announcement, application and guidelines will be mailed each year to all local and state presidents and ABA Board of Directors, no later than March of each year. The announcement and application will also be printed in the ABA Quarterly News Digest as well as posted on the official ABA website. The deadline for returning the scholarship application will be set forth by the ABA.
2. All entrants must submit a completed application which will be verified by their local or state president or by the ABA home office. Properly completed applications will be entered into a drawing for a \$1,000 scholarship. Entrants must be a graduating high school senior who is the son, daughter or legal ward of a member of the ABA.
3. The scholarship award is limited to a one time amount of \$1,000. Two scholarships will be awarded per calendar year.
4. The scholarship drawings will be held at the ABA home office no later than June of each year. These drawings will be strict “luck of the draw,” meaning the entrants pulled are the winners. No preferential treatment will be given to any entrant. All applicants will be assigned a random number for drawing. The winners will be drawn from amongst all applicants and notified by certified mail.
5. Scholarships will be paid directly to the school that has been designated on each winner’s application. Each winner will also be required to submit an acceptance letter and photograph accompanied by a biography which will appear in an issue of the ABA Quarterly News Digest.
6. The national director will coordinate the scholarship program with the authority to settle any or all eligibility requirements or disputes that may arise.



**APW-ABA SCHOLARSHIP PROGRAM
HONORING
THOMAS HARTOS, MICHAEL TOSCHES & EUGENE JOHNSON**

**APPLICATION DEADLINE
May 15, 2017**

INCOMPLETE APPLICATIONS WILL BE RETURNED

NAME _____ ADDRESS: _____.

CITY: _____ STATE: _____ ZIP: _____ PHONE#:() _____.

I will graduate from _____ High School, which is located

in _____, in _____.

(City - State)

(Month - Year)

I will be enrolled for the _____ term of _____ at _____.

(Year)

(School)

in _____.

(City - State)

My father, mother or legal guardian is a member

in good standing in the ABA and the _____ Local APWU.

(Local name)

ABA Members email address: _____@_____.

(Student - printed name & signature)

(Parent/Guardian - printed name & signature)

(This section to be completed by Local or State President or ABA Nat'l Director)

This will certify that _____, _____.

(APW-ABA members name)

(SSN or EID# of member)

is a member in good standing of the Accident Benefit Association.

Date: _____ Signature: _____.

(ABA Local or State President or ABA Nat'l Director)

All Applications Must Be Sent To: ABA Scholarship Program, PO Box 120, Rochester, NH 03866-0120

THE BELOW IS FOR ABA USE ONLY

Local Name _____ Local # _____ Date Recv'd _____ 100% Local ___ Yes ___ No

This application has been reviewed and certified, _____ - ABA Nat'l Director

The Postal Service Reform Act of 2017

The Postal Service Reform Act of 2017, H.R. 756 and its companion bill, the Postal Service Financial Improvement Act of 2017, H.R. 760, introduced in the 115th Congress, presents an opportunity for Congress to move the Postal Service towards solid financial footing. It is a step forward to resolving the pre-funding obligation set forth in the Postal Accountability and Enhancement Act of 2006. APWU joins its' sister unions in support of these bills moving forward to markup in the House of Representatives and are encouraged by the bi-partisan efforts being made to fix the Postal Service's financial problems.

A Positive Step Forward

On Jan. 31, the *Postal Service Reform Act of 2017* (H.R. 756) was introduced by Representatives Jason Chaffetz (R-UT), Elijah Cummings (D-MD), Mark Meadows (R-NC), Gerry Connolly (D-VA), Dennis Ross (R-FL) and Stephen Lynch (D-MA).

"This legislation is a necessary step to solving the disastrous pre-funding mandate that is dragging down the Postal Service," said President Dimondstein. "We are encouraged by the bipartisan effort to fix the financial problems currently facing the USPS while preserving good union jobs and public postal services."

There are many components of the new postal reform legislation, including the restoration of half of the postal rate increase and removal of a provision lobbied by the USPS's private competitors. The portion of the bill that concerns many APWU members is the Medicare integration for postal retirees.

'Medicare Integration'

H.R. 756 addresses the pre-funding mandate through "Medicare integration." A "Postal Service Health Benefit Program" will be created within the Federal Employee Health Benefits Program (FEHBP), managed by the Office of Personnel Management (OPM). It would place Medicare-eligible postal workers in Medicare Parts A and B. In addition to expanding Medicare's role as a primary payer, FEHBP plans would be given access, through the law that created Medicare Part D, to discounted prescription drugs subsidized by an

Employer Group Waiver Plan (see box for more information). At this time, approximately 80 percent of Medicare-eligible postal workers and retirees are voluntarily enrolled into Medicare A and B. Many APWU members say that having a FEHBP plan and Medicare saves them money in the long run.

The bill achieves the following goals of the union:

- The program remains part of the FEHBP;
- The Medicare integration is part of the comprehensive reform bill, not a stand-alone measure;
- Prescription drug coverage results in no additional costs to employees and retirees;
- The Postal Accountability and Enhancement Act's (PAEA) required payments to pre-fund future postal retiree health care will be virtually eliminated by Medicare integration because it will create a huge reduction in the current unfunded liability costs.

Whether or not they enrolled, postal employees have long subsidized Medicare, paying over \$30 billion in Medicare taxes since 1983. Postal employees, retirees and the Postal Service can realize the benefit of those contributions through Medicare integration. The APWU believes, although not perfect, this bill provides a workable route to achieve a robust future for America's Postal Service.

H.R. 756 is expected to finish being "marked up in committee," where the bill can be amended and advanced to the full House of Representatives, by the beginning of March. As the legislation continues work its way through Congress, the APWU will stay engaged in the process with lawmakers and staff to improve the bill every step of the way.

Stay informed about the progress of H.R. 756! Sign up for legislative updates (<http://bit.ly/2jmznE3>) and check the Legislative & Political Department's webpage regularly. ■

Employer Group Waiver Plan (EGWP)

Each Postal Service Health Benefit Program plan, within the Federal Employees Health Benefits Program, will have access to prescription drugs that will be subsidized to the plan provider by an Employer Group Waiver Plan (EGWP), a federal funded program that comes under the Centers for Medicaid and Medicare Services (CMS). EGWP's allow:

- Plan retirees over 65 to keep the same pharmacy benefits without interruption or additional costs, while the plan provider realizes significant cost savings.
- The overall costs for the postal FEHB plans should decrease, with the costs of prescriptions subsidized by Medicare funding, leading to possible premium savings for plan participants.
- The savings would help reduce overall postal FEHB costs, and prefunding costs for the USPS.

'Medicare is Second to None'

At the 2016 National Convention in Orlando, FL, Byron Denton, the retiree delegate representative from the Western Region, spoke out in favor of Medicare integration.

"I'm on Medicare and it's great and I love it," Denton said. "[It] really protects all of us.

"Medicare is second to none," he continued. "I support this."





Mary D'Amico

Retired June 1, 2016

Janet Werner

Retired February 28, 2017



Cheryl Allison
Katherine Armeno
Renee Bruce
Julie Ann Cune
Joanna Harrison
Keveron Holmes
Michael Jones

Shakari Jones
Lisa Marie Oesch
Milton Pinkston
Wayne Price
Natalie Sukhodolsky
Kermit Young



**Our Condolences to
the Friends and
Families of:**



Mattie Weaver
Grandmother of Darryl Simon (Support Services)

Lisa Scaiefe
(MVS)

Jesse Jones
Father of Kevin Jones (Support Services)

Grandfather of Lisa Taylor (Support Services)

Great-Grandfather of Tiana Lambus and Audrea
(Support Services)

Thomas E. Mike
Brother of Lisha Lumpkins (Support Services)

Madelyn E. Givens
Sister of Lisha Lumpkins (Support Services)

Mrs. Loretta Green
Daughter of Willie Woods (Member)

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Shelia Patton-Harris ... Editor
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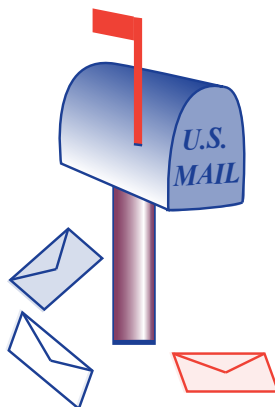
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GATEWAY LOCAL CALENDAR

March 8	(Wednesday)	Executive Board Meeting (2 p.m.)
March 12	(Sunday)	General Membership Meeting (3 p.m.)
March 13	(Monday)	Stewards' Training (9 a.m. & 6 p.m.)
March 19	(Sunday)	Delegate Election (6 a.m.-6 p.m.)
April 12	(Wednesday)	Executive Board Meeting (2 p.m.)
April 15	(Saturday)	General Membership Meeting (9:30 a.m.)
April 17	(Monday)	Stewards' Training (9 a.m. & 6 p.m.)
May 3	(Wednesday)	Executive Board Meeting (2 p.m.)
May 7	(Sunday)	General Membership Meeting (3 p.m.)
May 15	(Monday)	Stewards' Training (9 a.m. & 6 p.m.)

There will be no General Membership Meetings in the months of July and August.
 The Union Hall will be closed on holidays.



Moving?
*Send us your new address
 so we can stay in touch.*

Help Nancy, our office secretary, by sending us your address changes. Your union spends many work hours and pays significant postage fees to obtain your correct address. We cannot get your union paper to you on time without your correct address. Thank you.